

Minneapolis VA Medical Center

Student Nurse Technician Position Description

The Student Nurse Technician (SNT) is responsible for providing direct patient centered care. He/she works under the direct supervision of the Registered Nurse. Clinical care of patients is limited to previous educational and clinical experiences. The SNT is required to have completed two semesters of clinical training in a school of nursing. At the completion of the SNT's education, training and graduation, the VA/school affiliation will end. In some approved situations a brief extension may be granted.

The SNT position (defined as intermittent) does not offer health coverage, vacation or sick pay. However, the SNT may earn shift differentials (10% for evenings and nights, 25% for weekends, double-time for holidays, time and one half for overtime). Flexible self-scheduling options are available. SNTs may work up to 40 hours per week and at a minimum, 8 hours every two weeks. The Nurse Manager reserves the final authority to make scheduling changes based on unit needs.

The SNT may perform nursing activities with the exception of medication administration and intravenous therapy. Competency in the skill/activity is validated by a Nursing Instructor, Nurse Manager, and/or Registered Nurse to assure that performance is satisfactory. The level of assignment is based upon documented competency as identified on the orientation skill inventory. The competency validation tool will be utilized by the Staffing Supervisor and/or Nurse Manager to assess maintenance of and development of competency level. SNT unit activities are coordinated by the Nurse Manager, Charge Nurse, or designee.

Functions/Competencies

Allied nursing functions are defined as direct and indirect activities related to patient care as appropriately assigned by the RN. The objective of these activities is to provide assistance to the health care team.

- ❑ Adheres to VA and nursing policies
- ❑ Participates in selected continuous (CI) activities as described
- ❑ Assists with selected activities related to patient admission/discharge
- ❑ Collects patient information including observation of overall condition
- ❑ Accurately documents patient information
- ❑ Provides patient information to the RN for inclusion in the patient's plan of care
- ❑ Provides patient health education as directed by the RN
- ❑ Completes assignment, reports to supervising RN when assignment has been completed or when unable to complete activities
- ❑ Provides psychological support to patients
- ❑ Adjusts to assignment changes
- ❑ Safely performs the following functions:
 - Provides routine hygienic/activities of daily living care
 - Administers enteral feedings and checks for residual
 - Performs dressing changes/wound/ostomy cares
 - Demonstrates use/care of urinary drainage devices
 - Administers respiratory therapies
 - Demonstrates gastric and nasopharyngeal suction procedures
 - Administers non-medicated suppositories and cleansing enemas
 - Performs CPR
 - Reports changes in IV flow rates
 - Removes IV intracaths
 - Applies heat/cold therapies
 - Collects patient specimens
 - Utilizes protective devices
 - Changes patient gown while IV therapy is maintained on infusion pump/controller
 - Uses information management technologies
 - Consults with RN regarding patient diversity and plan of care
 - Provides one-on-one patient care in a sitter role
 - Consults with RN regarding patient's stage of development for inclusion in plan of care
 - Describes relationship of developmental stages for provision of patient care
 - Identifies selected developmental tasks, related stages of adult development and approximate age range of each stage
 - Provides input to the RN related to the patient's stage of adult development
 - Provides care to patients in a variety of stages of adult development

Function/Competency Element I

Safety is defined as adherence to safety guidelines in accordance with training classes, written procedures and supervisory instructions: the utilization of safety equipment and other devices/procedures necessary for protection; and the reporting of unsafe/unhealthful working conditions or unsafe equipment.

- ❑ Recognizes changes in patient condition including emergencies
- ❑ Takes appropriate actions in response to emergent patient situations
- ❑ Reports changes in patient conditions including emergencies
- ❑ Employs appropriate lifting/moving/transfer techniques/devices
- ❑ Utilizes standard precautions
- ❑ Maintains a safe/clean work environment
- ❑ Demonstrates appropriate action in emergency environmental situations
- ❑ Utilizes equipment in a safe manner
- ❑ Reports unsafe equipment and/or working conditions to appropriate individuals
- ❑ Completes mandatory safety training/annual reviews
- ❑ Uses appropriate precautions when caring for patients in special isolation

Function/Competency Element

Interpersonal Communication is defined as the demonstration of positive people skills in interactions which reflect caring, service orientation, professionalism, understanding, helpfulness and concern toward patients, visitors and other VA employees

- ❑ Delivers care to patients in a respectful and non-judgmental manner
- ❑ Maintains patient's right to privacy and confidentiality
- ❑ Sets limits within the SNT relationship which are clearly defined
- ❑ Responds in a courteous and respectful manner with all interactions
- ❑ Uses appropriate channels of communication
- ❑ Attends unit-based staff meetings
- ❑ Follows verbal and/or written instructions
- ❑ Accurately conveys and receives information through either verbal and/or written communication
- ❑ Maintains appropriate boundaries with patients, families and VA employees
- ❑ Respects all forms of diversity
- ❑ Uses organizational channels (including Ethics Committee) to seek personal and ethical conflict resolution
- ❑ Adheres to policy on uniform/dress code